

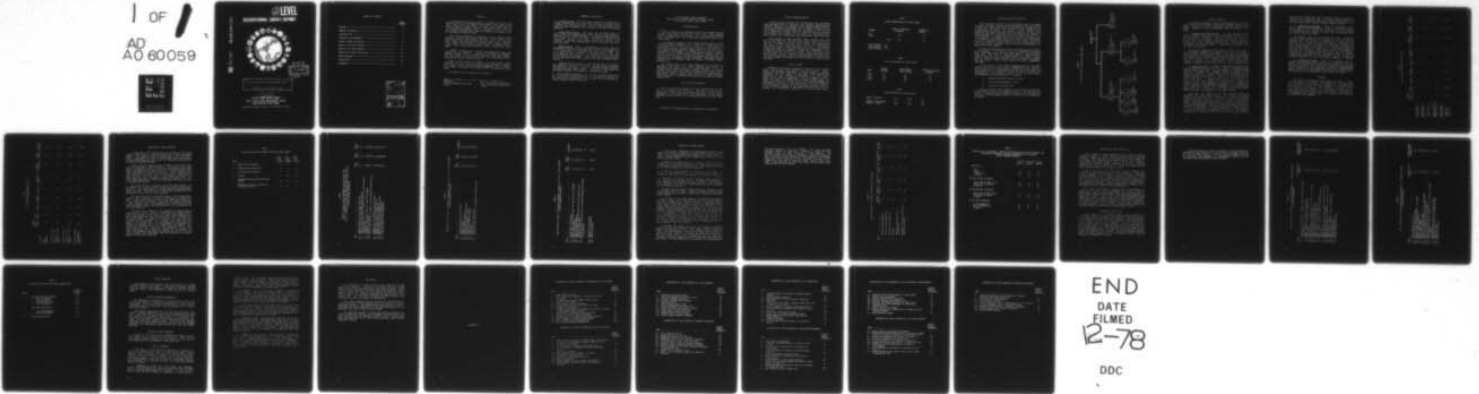
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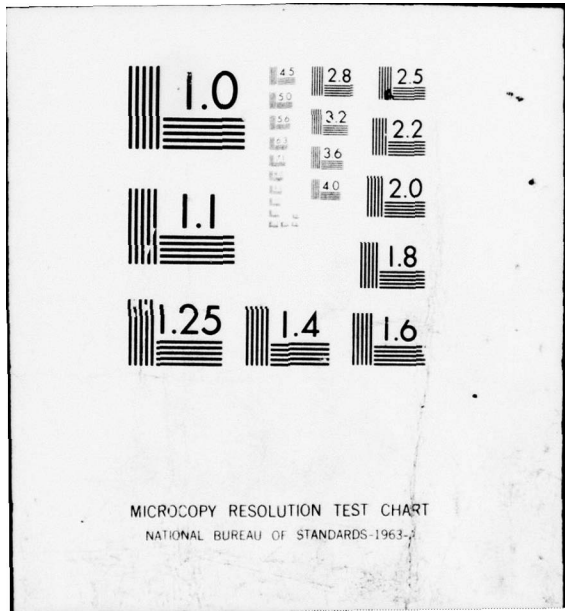
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INFLIGHT REFUELING OPERATOR CAREER LADDER, AFSCS 11230, 11250, --ETC(U)
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⑥ INFLIGHT REFUELING OPERATOR CAREER LADDER
AFSCs 11230, 11250, 11270, 11290

AFPT 90-112-219

11 AUGUST 1978

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Inflight Refueling Operator career ladder (AFSCs 11230, 11250, 11270, and 11290). The project was directed by USAF Program Technical Training, Volume 2, dated February 1977. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Second Lieutenant Linda Wiekhorst, Inventory Development Specialist. Captain John X. Olivo analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
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Center

SUMMARY OF RESULTS

1. Survey Coverage: Task inventory booklets were administered to Inflight Refueling Operator career ladder personnel during the period November 1977 through April 1978. Survey results are based on responses from 696 respondents. This represents 72 percent of all assigned personnel.

2. Career Field Structure: The major jobs identified within the career ladder were Squadron/Wing Boom Operators, Superintendents/Managers, and Curriculum Developers. The squadron/wing boom operators formed the core of the ladder, comprising 87 percent of the respondents. Included in this group were line boom operators, flight examiners, combat crew training school (CCTS) instructors, and squadron instructors.

3. DAFSC Findings: There is a high degree of overlap in the tasks performed on crew duty across skill levels. Whether an incumbent is a 5- or 9-skill level, he is performing the same technical tasks. The 5-skill level incumbent is primarily a line boom operator. The 7-skill level respondent still performs as a line boom operator but also serves as instructor and flight examiner. The 9-skill level personnel serve not only as instructors and flight examiners but also as squadron administrators.

Similar trends were noted as experience increases. First enlistment personnel are line boom operators. Second and third enlistment respondents are instructors. The fourth and fifth enlistment personnel are instructors and flight examiners. Personnel in their sixth and subsequent enlistment are managers or acting first sergeants.

4. Career Field Documentation: The AFR 39-1 Specialty Descriptions and the Specialty Training Standards are comprehensive depictions of the duties and responsibilities of the various skill levels within the inflight refueling operator career field.

OCCUPATIONAL SURVEY REPORT
INFLIGHT REFUELING OPERATOR CAREER LADDER
(AFSCs 11230, 11250, 11270, 11290)

INTRODUCTION

↘ This is a report of an occupational survey of the Inflight Refueling Operator career ladder (AFSCs 11230, 11250, 11270, 11290) completed by the Occupational Survey Branch, USAF Occupational Measurement Center in August 1978. This is the first occupational survey of this career ladder.

The personnel assigned to the Inflight Refueling Operator career ladder are primarily assigned to the Strategic Air Command (SAC) and are qualified on the KC-135 aircraft. As the USAF single manager for inflight refueling, SAC provides inflight refueling for all USAF aircraft. The inflight refueling operator's primary job is to assist the pilot in conducting the air refueling. The inflight refueling operator, commonly referred to as the "boom operator", visually or verbally directs the receiver aircraft pilot into the refueling envelope and then uses the static boom or the drogue to conduct refueling. Additionally the boom operator serves as loadmaster when the aircraft is carrying cargo or passengers. ←

The current project was a routine survey of the career ladder as directed by AFR 35-2. The survey addresses three areas: (1) development and administration of the survey instrument; (2) the job structure found within the Inflight Refueling Operator career ladder and how this relates to skill level and experience level groups; and (3) comparisons of the job structure with current career ladder documents such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-112-219. Thorough research of publications and directives and personal interviews with 13 subject-matter specialists at three bases led to final development of the survey instrument, which consists of 210 tasks grouped under six duty headings.

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SURVEY ADMINISTRATION

During the period November 1977 through April 1978, consolidated base personnel offices in operational units worldwide administered the inventory booklets to job incumbents holding Inflight Refueling DAFSCs. These job incumbents were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each incumbent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small amount time spent) through five (about-average time spent) to nine (very-large amount time spent). To determine relative time spent for each task checked by a respondent, all an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing but also in terms of average percent time spent.

SURVEY SAMPLE

Personnel are selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of March 1978. Also reflected is the distribution by major command of incumbents in the final sample. Tables 2 and 3 reflect the distribution of the survey sample in terms of DAFSC and Total Active Federal Military Service (TAFMS) groups. As shown, an average of 71 percent of each skill level was sampled and approximately 18 percent of the sample were in the first enlistment. The 696 respondents making up this final sample represents 72 percent of the total AFSC population of 962 members and were found to be an adequate and representative sampling of the overall career ladder.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

| <u>COMMAND</u> | <u>PERCENT OF PERSONNEL ASSIGNED</u> | <u>PERCENT OF SAMPLE</u> |
|----------------|--|------------------------------|
| SAC | 96 | 96 |
| OTHER | <u>4</u> | <u>4</u> |
| TOTAL | 100 | 100 |

TOTAL ASSIGNED - 962
 TOTAL SAMPLED - 696
 PERCENT SAMPLED - 72%

TABLE 2
DAFSC DISTRIBUTION OF SURVEY SAMPLE

| <u>DAFSC</u> | <u>NUMBER ASSIGNED</u> | <u>FINAL NUMBER USABLE RETURNS</u> | <u>PERCENT OF ASSIGNED SAMPLED</u> |
|--------------|----------------------------|--|--|
| 11230 | 74 | 41 | 55 |
| 11250 | 398 | 246 | 61 |
| 11270 | 301 | 284 | 94 |
| 11290 | 162 | 120 | 74 |

TABLE 3
TAFMS DISTRIBUTION OF SURVEY SAMPLE

| <u>MONTHS IN SERVICE</u> | <u>1-48</u> | <u>49-96</u> | <u>97+</u> |
|--------------------------|-------------|--------------|------------|
| NUMBER IN FINAL SAMPLE | 127 | 159 | 408 |
| PERCENT OF SAMPLE | 18% | 23% | 59% |

CAREER LADDER STRUCTURE

This occupational analysis of the 112X0 career ladder is designed to identify the major types of work being performed by career ladder incumbents by examining both the job descriptions and background data of each major job group. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs based on the similarity of tasks performed and relative time spent. By utilizing job structure as a starting point, it is possible first to describe the job structure of the career ladder as it presently exists and to formulate an understanding of current utilization patterns within the career ladder. This information is then used to examine the accuracy and completeness of present career ladder documents (AFR 39-1 Specialty Descriptions and Specialty Training Standard).

The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. When there is a substantial degree of similarity between different job types, they are grouped together in a Cluster. Finally, there are often specialized jobs that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

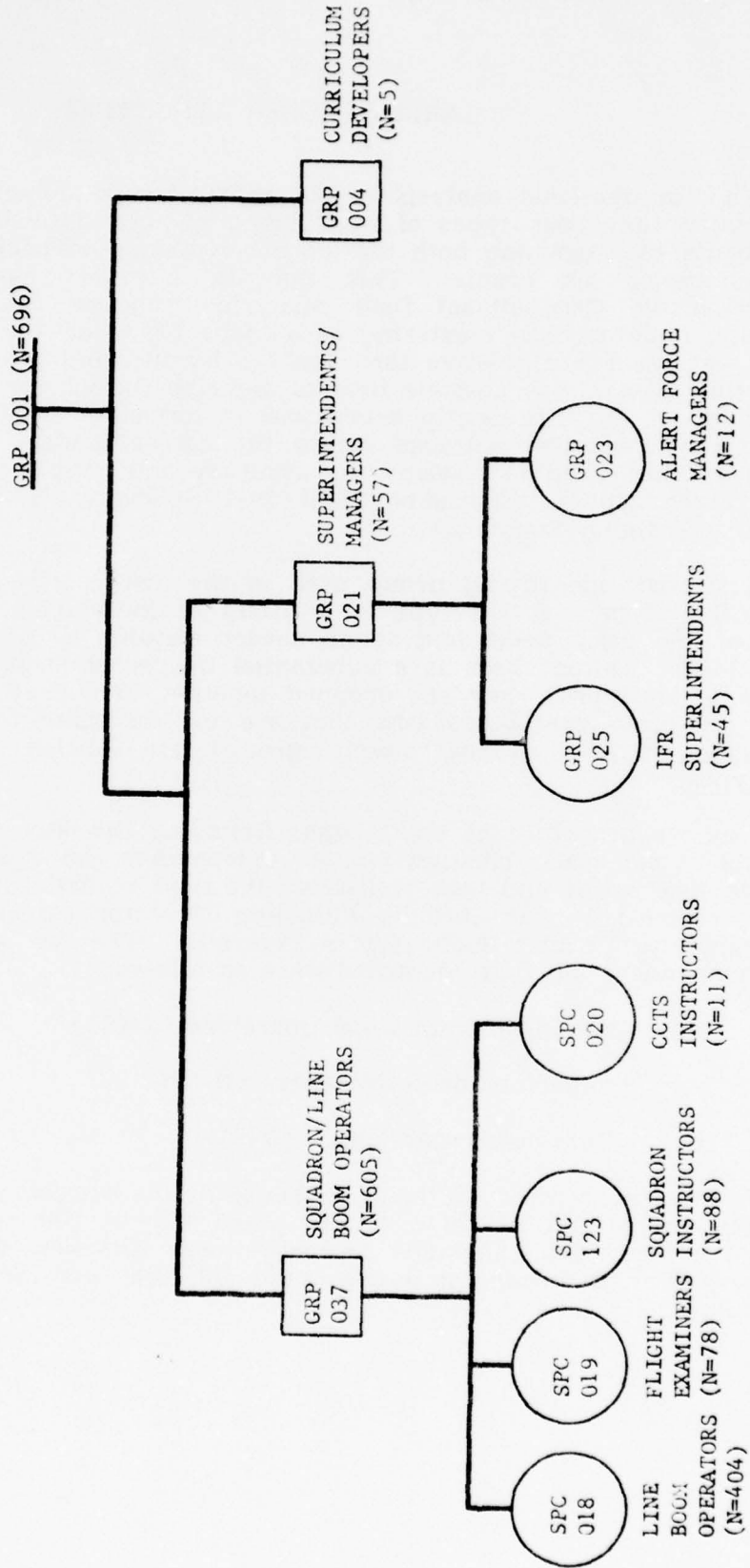
The job structure of the Inflight Refueling Operator career ladder consists of two major clusters and an independent job type. Based on relative time spent and task similarity, the most realistic division of the jobs performed in the Inflight Refueling Operator career ladder was determined to be that illustrated in Figure 1. The two major clusters and independent job type identified were as follows:

- I. Squadron/Wing Boom Operators (N=605)
- II. Superintendents/Managers (N=57)
- III. Curriculum Developers (N=5)

Ninety-six percent of the incumbents in the sample were found to perform jobs within the three groups listed above. The remaining four percent of the sample included members whose jobs were not associated with any of these groupings and who did not form into any recognizable job groups.

FIGURE 1

INFLIGHT REFUELING OPERATORS CAREER LADDER



Group Descriptions

The following paragraphs contain brief descriptions of the three major groups which constitute the Inflight Refueling Operator career ladder. Tables 4 and 5 reflect background information on each of the groups. Appendix A lists representative tasks performed by each group.

I. Squadron/Wing Boom Operators. The 605 members of this group, representing 87 percent of the survey sample, form the core of the career ladder. Twenty-one percent of the personnel in this cluster are in their first enlistment. Respondents perform the day-to-day activities most closely associated with an inflight refueling squadron. Job interest and felt utilization of talents and training among these respondents was high (See Table 5). Within this large cluster, four job types were identified.

The Line Boom Operators perform primarily flying and alert duties. The respondents indicated they performed alert duty an average of eight to 14 days during the last month. Their flight duties comprise the remainder of their job time. Typical ground tasks performed by this group included attending ground training, performing alert checklists, and securing cargo. Inflight tasks included taking inflight celestial observations, performing boom or drogue refueling, and visually or verbally directing receiver aircraft into refueling position.

The Flight Examiners are required to guarantee the mission capability of the boom operator crew force. While all respondents in this group perform similar tasks, they are assigned to several different locations. The majority of the flight examiners are assigned at the wing level. However, several members are also assigned to the 1st Combat Evaluation Group (CEVG). There are no first enlistment personnel in the group, and only five percent of the group indicate they have a 11250 DAFSC. In addition to the normal crew related tasks, the primary tasks this group performs are evaluation tasks. Typically the evaluation tasks include administering proficiency or standardization checks, developing standardization examinations, and evaluating compliance with work standards. Alert commitment among these personnel ranged from one to seven days on alert during the previous month. Most of this alert was performed by wing flight examiners.

There were two instructor job types identified within the Squadron/Wing Boom Operator cluster. The Combat Crew Training School (CCTS) instructors are all assigned to the 93rd Air Refueling Squadron at Castle AFB, CA. Their job is to provide initial qualification training for all personnel entering the inflight refueling career ladder. The larger group of instructors are assigned to all the various air refueling squadrons. Their job includes providing continuation, upgrade, requalification, and local checkout training. Whether at CCTS or at one of the various air refueling squadrons, the tasks performed by these two groups of instructors are very similar. The difference between the two groups is that CCTS instructors perform instructor

duty as their primary job, while squadron instructors perform as instructors as an additional duty. Also, while CCTS instructors performed no alert during the month prior to survey administration, squadron instructors were on alert an average of eight to 14 days.

II. Superintendents/Managers. These 57 respondents are primarily 9-skill level personnel with an average of 249 months total active federal military service (TAFMS) and 187 months in the career ladder. Job interest and felt utilization of talents and training among these personnel was high (See Table 5).

This group is made up of two smaller job types. The Inflight Refueling Superintendents are still primarily a crew resource within the squadron. As a crew member, he performs the same job as the Line Boom Operators. However, because of his seniority, a large part of his duty time is spent performing additional duties such as building custodian, funds manager, OJT monitor, etc. Generally these personnel spend less than seven days a month on alert. The second subgroup is the Alert Force Managers. These twelve 9-skill level personnel are responsible for the successful operation of the alert force facilities. Typical tasks performed include developing budget or financial requirements; conducting staff meetings other than crew related; and evaluating maintenance or use of workspace, equipment, or supplies.

III. Curriculum Developers. These five respondents are responsible for developing training materials for use either in CCTS or in squadron training programs. Typical tasks performed include developing curricula, plans of instruction (POIs), specialty training standards (STSSs), training aids, and examinations other than for standardization. Eighty percent of these individuals found their job interesting and felt that their talents and training were utilized fairly well or better.

Summary

From the jobs performed by career ladder personnel, it is clear that the primary duty of nearly all respondents is to perform aircrew and alert functions. While there is some distinction in jobs such as line boom operator, instructor, and flight examiner, one sees that even at the 9-skill level the majority of the personnel are flying. Cluster analysis did not identify groups of working supervisors and managers/administrators that are found in many career ladders. The only group of respondents that supervised people as a normal part of their job were the Alert Force Managers.

TABLE 4

SELECTED BACKGROUND INFORMATION FOR JOB GROUPS

| | SQUADRON/ WING | | LINE BOOM | | FLIGHT EXAMINERS | | SQUADRON INSTRUCTORS | | CCTS INSTRUCTORS | | SUPERINTENDENTS/ MANAGERS | | INFLIGHT REFUELLING SUPERINTENDENTS | | ALERT FORCE MANAGERS | | CURRICULUM DEVELOPERS | |
|---|-------------------|-----------|--------------|-----------|---------------------|-----------|-------------------------|-------------|---------------------|-------------|------------------------------|----------|---|-----------------|----------------------------|----------|--------------------------|------------|
| | OPERATORS | OPERATORS | OPERATORS | OPERATORS | EXAMINERS | EXAMINERS | INSTRUCTORS | INSTRUCTORS | INSTRUCTORS | INSTRUCTORS | MANAGERS | MANAGERS | SUPERINTENDENTS | SUPERINTENDENTS | MANAGERS | MANAGERS | DEVELOPERS | DEVELOPERS |
| AVERAGE NUMBER OF TASKS PERFORMED | 89 | 78 | 110 | 113 | 87 | 148 | 161 | 100 | 70 | | | | | | | | | |
| AVERAGE NUMBER OF PERSONS SUPERVISED | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 3 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 0 | 0 |
| AVERAGE TIME IN CAREER FIELD (MONTHS) | 75 | 56 | 132 | 91 | 85 | 187 | 175 | 232 | 161 | | | | | | | | | |
| AVERAGE TOTAL ACTIVE FEDERAL MILITARY SERVICE TIME (MONTHS) | 131 | 104 | 204 | 163 | 174 | 249 | 241 | 280 | 212 | | | | | | | | | |
| PERCENT MEMBERS IN FIRST ENLISTMENT | 21 | 29 | 0 | 8 | 0 | 2 | 2 | 0 | 0 | 0 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 0 |
| DAFSC 11230 | 7 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DAFSC 11250 | 39 | 52 | 5 | 24 | 0 | 5 | 7 | 0 | 0 | 5 | 7 | 7 | 7 | 7 | 0 | 0 | 0 | 0 |
| DAFSC 11270 | 43 | 34 | 59 | 62 | 91 | 12 | 16 | 0 | 60 | 12 | 16 | 16 | 16 | 0 | 0 | 60 | 60 | 60 |
| DAFSC 11290 | 11 | 3 | 36 | 14 | 9 | 81 | 76 | 100 | 40 | 81 | 76 | 76 | 76 | 100 | 40 | 40 | 40 | 40 |

TABLE 5

JOB SATISFACTION INFORMATION FOR JOB GROUPS
(PERCENT MEMBERS PERFORMING)

| | SQUADRON/ WING | | LINE | | FLIGHT | | SQUADRON | | CCTS | | SUPERINTENDENTS/ MANAGERS | | INFLIGHT | | ALERT | | CURRICULUM | |
|--------------------------------|-------------------|-------------------|-------------------|-------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------------------------|----------|------------------------------|------------------------------|-------------------|-------------------|------------|------------|
| | BOOM OPERATORS | BOOM OPERATORS | BOOM OPERATORS | BOOM OPERATORS | EXAMINERS | INSTRUCTORS | INSTRUCTORS | INSTRUCTORS | INSTRUCTORS | INSTRUCTORS | MANAGERS | MANAGERS | REFUELING SUPERINTENDENTS | REFUELING SUPERINTENDENTS | FORCE MANAGERS | FORCE MANAGERS | DEVELOPERS | DEVELOPERS |
| JOB INTEREST | | | | | | | | | | | | | | | | | | |
| DULL | 4 | 5 | 3 | 2 | 0 | 0 | 5 | 4 | 8 | 20 | | | | | | | | |
| SO-SO | 6 | 6 | 8 | 4 | 0 | 0 | 5 | 4 | 8 | 0 | | | | | | | | |
| INTERESTING | 86 | 85 | 86 | 91 | 100 | 85 | 85 | 85 | 84 | 80 | | | | | | | | |
| NO REPLY | 4 | 4 | 3 | 3 | - | 5 | 7 | - | - | - | | | | | | | | |
| UTILIZATION OF TALENTS | | | | | | | | | | | | | | | | | | |
| NOT AT ALL OR VERY LITTLE | 14 | 16 | 6 | 14 | 9 | 11 | 11 | 11 | 8 | 20 | | | | | | | | |
| FAIRLY WELL OR BETTER | 85 | 84 | 94 | 84 | 91 | 89 | 89 | 89 | 92 | 80 | | | | | | | | |
| NO REPLY | 1 | - | - | 2 | - | - | - | - | - | - | | | | | | | | |
| UTILIZATION OF TRAINING | | | | | | | | | | | | | | | | | | |
| NOT AT ALL OR VERY LITTLE | 5 | 4 | 3 | 7 | 18 | 18 | 18 | 18 | 17 | 20 | | | | | | | | |
| FAIRLY WELL OR BETTER | 94 | 95 | 97 | 91 | 82 | 78 | 78 | 78 | 83 | 80 | | | | | | | | |
| NO REPLY | 1 | 1 | - | 2 | - | 4 | 4 | 4 | - | - | | | | | | | | |
| REENLISTMENT INTENTIONS | | | | | | | | | | | | | | | | | | |
| NO OR PROBABLY NO | 29 | 31 | 22 | 26 | 18 | 26 | 26 | 26 | 42 | - | | | | | | | | |
| YES OR PROBABLY YES | 69 | 67 | 75 | 70 | 73 | 74 | 74 | 78 | 58 | 80 | | | | | | | | |
| NO REPLY | 2 | 2 | 3 | 4 | 9 | 9 | 9 | - | - | 20 | | | | | | | | |

ANALYSIS OF DAFSC GROUPS

In conjunction with examining the job structure of the career ladder, DAFSC groups are also examined as part of each occupational analysis. This analysis allows for identification of skill level differences. Furthermore, this data by DAFSC groups aids in the analysis of career field documents, such as AFR 39-1 specialty descriptions and the Specialty Training Standard.

Table 6 shows the relative percent time spent by skill level groups on the various duties in the job inventory. All personnel in the sample spend an average of 79 percent of their time performing preflight, post-flight, and inflight duties (Duties E and F). Nearly 90 percent of the 5-skill level's job time is spent on these duties. Table 7 shows selected tasks from these two duties and the percent members performing from each skill level. As shown, there is a high degree of overlap in the tasks being performed. Therefore whether an incumbent is a 5- or 9-skill level boom operator, when he is performing crew duty the tasks he performs are the same.

The 5-skill level job is primarily that of line boom operator. As described in the CAREER LADDER STRUCTURE section of this report, the job of a line boom operator is divided between performing flying duties and alert. Very few of the 5-skill level incumbents serve as instructors and none serve as flight examiners.

The 7-skill level job is still primarily that of a line boom operator; however, these personnel also serve as instructors and flight examiners. Table 8 shows those tasks which best differentiate between the 5- and 7-skill level respondents. Those tasks are related to instructor or flight examiner duty. Correspondingly the relative amount of time spent performing training tasks increased from 4 to 10 percent from the 5- to the 7-skill level.

The 9-skill level incumbent is still spending over half his time in duties related to flying. However as identified in the CAREER LADDER STRUCTURE section of this report, the 9-skill level respondent performs many administrative and management tasks normally associated with the superintendent. It should be remembered that the 9-skill level incumbent is still considered a crew resource, thus flying and alert duties are his primary job. The management type tasks, which are normally the principal job of the superintendent, are generally performed as an additional duty by the 9-skill level boom operator. Contrasting the job of the 7- and 9-skill level respondent, Table 9 shows those tasks which best differentiate between the two groups. As shown, the management type tasks are performed primarily by the 9-skill level incumbent, while some flying tasks are performed by a greater number of 7-skill level incumbents.

TABLE 6

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

| DUTY | DAFSC 11250 (N=246) | DAFSC 11270 (N=284) | DAFSC 11290 (N=120) |
|--|---------------------------|---------------------------|---------------------------|
| A ORGANIZING AND PLANNING | 1 | 2 | 7 |
| B DIRECTING AND IMPLEMENTING | 4 | 7 | 11 |
| C INSPECTING AND EVALUATING | 2 | 4 | 11 |
| D TRAINING | 4 | 10 | 13 |
| E PERFORMING PREFLIGHT AND POSTFLIGHT DUTIES | 49 | 42 | 31 |
| F PERFORMING INFLIGHT AIR REFUELING AND CRUISING DUTIES | 40 | 35 | 27 |

TABLE 7
 PERCENT OF DAFSC GROUPS PERFORMING SELECTED TASKS FROM
 DUTY E, PERFORMING PREFLIGHT AND POSTFLIGHT DUTIES, AND
 DUTY F, PERFORMING INFLIGHT AIR REFUELING AND CRUISING DUTIES
 (PERCENT MEMBERS PERFORMING)

| TASK | DAFSC | DAFSC | DAFSC |
|---|-------|-------|-------|
| | 11250 | 11270 | 11290 |
| E2 ATTEND PREFLIGHT OR POST FLIGHT BRIEFINGS | 97 | 98 | 98 |
| E6 COMPLETE MISSION ACCOMPLISHMENT REPORTS (MARS) | 91 | 93 | 97 |
| E8 COMPUTE WEIGHT AND BALANCE CLEARANCE FORMS USING LOAD ADJUSTER (DD FORM 365F) | 98 | 98 | 99 |
| E11 COORDINATE OPERATIONAL WORK WITH OTHER CREW MEMBERS | 89 | 90 | 90 |
| E24 PERFORM LOAD PLANNING | 93 | 90 | 86 |
| E29 POSITION PROFESSIONAL EQUIPMENT AT BOOM OPERATORS FORWARD STATION | 97 | 98 | 98 |
| F6 INFORM PILOTS OF REFUELING OPERATION STATUS | 98 | 95 | 94 |
| F9 OPERATE BOOM CLEAR OF RECEIVER AIRCRAFT | 98 | 96 | 97 |
| F11 PERFORM NORMAL INFLIGHT CHECKLISTS | 98 | 98 | 98 |
| F19 REFUEL AIRCRAFT WITH BOOM REFUELING NORMAL | 98 | 98 | 97 |
| F23 TAKE INFLIGHT CELESTIAL OBSERVATIONS | 99 | 98 | 97 |
| F29 VISUALLY OBSERVE FLIGHT INSTRUMENTS | 99 | 99 | 97 |

TABLE 8

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL 112X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASK | DAFSC | | DIFFERENCE |
|--|-------|-------|------------|
| | 11250 | 11270 | |
| D9 CONDUCT RECEIVER CATEGORY TRAINING | 26 | 67 | -41 |
| D1 ADMINISTER TESTS | 22 | 56 | -34 |
| D10 CONDUCT REMEDIAL TRAINING | 24 | 56 | -32 |
| D16 DEMONSTRATE EQUIPMENT OR PROCEDURES | 39 | 71 | -32 |
| D2 ADMINISTER RECURRENCE CHECKS | 14 | 45 | -31 |
| D8 CONDUCT PROFICIENCY TRAINING | 26 | 54 | -28 |
| D39 SCORE TESTS | 20 | 47 | -27 |
| C1 ADMINISTER PROFICIENCY CHECKS | 14 | 40 | -26 |
| B1 CLARIFY POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES | 22 | 48 | -26 |

TABLE 9

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL 112X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASK | DAFSC | | DIFFERENCE |
|-----------------|-------|-------|------------|
| | 11270 | 11290 | |
| A4 | 23 | 71 | -48 |
| C27 | 15 | 62 | -47 |
| B10 | 28 | 72 | -44 |
| A24 | 11 | 55 | -44 |
| A7 | 23 | 67 | -44 |
| A3 | 11 | 54 | -43 |
| C33 | 34 | 72 | -38 |
| BY SUBORDINATES | | | |
| E10 | 71 | 46 | +25 |
| E23 | 85 | 61 | +24 |
| E40 | 67 | 45 | +22 |

ANALYSIS OF AFMS GROUPS

In this section, comparisons were made between groups of personnel on the basis of total active federal military service (TAFMS). Table 10 lists the relative percent time spent on the various duties. In general, the job differences between TAFMS groups are similar to those noted for DAFSC groups.

Among the six TAFMS groups, the following trends were noted. Members with 1-48 months TAFMS group spend 94 percent of their time in functions involving flying and alert duty. Among these personnel 90 percent identify themselves as line boom operators.

Second and third enlistment personnel spend an average of 85 percent of their available duty time performing flying duties. An average of 37 percent of these personnel call themselves instructors.

Personnel in the fourth and fifth enlistment spend 74 percent of their time on flying and alert duties. Less than half (45 percent) of these personnel call themselves line boom operators. Most call themselves instructors and one-third identify their job titles as standardization/evaluation instructors.

Personnel with 241+ months TAFMS spend only 62 percent of their time on flying and alert duties. However, personnel with 241+ months TAFMS spend nearly one-third of their time in supervisory and managerial functions.

As an aid to career field managers, job interest and perceived utilization of talents and training data for first and second enlistment, and career TAFMS groups is shown in Table 11. Eighty-three percent of the career TAFMS groups perceive their job as interesting, which is slightly higher than the composite average of 80 percent for career members from other specialties surveyed during 1977. First and second enlistment 112X0 personnel find their job much more interesting than the first and second enlistment groups in career fields studied in 1977. Perceived utilization of talents and training for first, second, and career enlistment groups in AFS 112X0 is quite high and well above the average of respective enlistment groups in other USAF career fields. The data in Table 11 also indicates that reenlistment intentions for first, second, and career 112X0 AFMS groups is comparable to those of other respective USAF career ladders.

In summary, the changes that occur as a function of increasing experience in the AFS 112X0 career ladder reflect a shift in emphasis of common job characteristics rather than a definite change in the actual nature of the job performed. Time spent on flying and alert duties is indicative of this. While first enlistment personnel spend 95 percent of their time flying and on alert, personnel in sixth and subsequent enlistment still spend nearly two-thirds of their time performing these same duties. The jobs performed by personnel can be characterized as

line boom operators in the first enlistment. The second and third enlistment groups are instructors. Personnel in fourth and fifth enlistment groups are either instructors or flight examiners. The personnel in the sixth group are managers or acting first sergeants. The job satisfaction data reported by 112X0 personnel is consistently higher than that collected for all other specialties surveyed in 1977. Compared to other aircrew operations career ladders (AFSs 113x0, 114X0, 115X0) previously surveyed, the inflight refueling career ladder compares favorably with each one.

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFMS GROUPS

| DUTY | 1-48 MOS (N=127) | 49-96 MOS (N=159) | 97-144 MOS (N=84) | 145-192 MOS (N=79) | 193-240 MOS (N=124) | 241+ MOS (N=121) |
|---|---------------------|----------------------|----------------------|-----------------------|------------------------|---------------------|
| A ORGANIZING AND PLANNING | 1 | 1 | 1 | 2 | 3 | 6 |
| B DIRECTING AND IMPLEMENTING | 2 | 4 | 5 | 7 | 8 | 10 |
| C INSPECTING AND EVALUATING | 1 | 2 | 3 | 4 | 6 | 11 |
| D TRAINING | 2 | 6 | 7 | 10 | 11 | 11 |
| E PERFORMING PREFLIGHT AND POST-FLIGHT DUTIES | 51 | 48 | 46 | 42 | 38 | 33 |
| F PERFORMING INFLIGHT AIR REFUELING AND CRUISING DUTIES | 43 | 39 | 38 | 35 | 34 | 29 |

TABLE 11

EXPRESSION OF JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND
REENLISTMENT INTENTIONS FOR SURVEY RESPONDENTS BY AFMS GROUPS
(PERCENT MEMBERS RESPONDING)

| | 1-48 MOS (N=127) | 49-96 MOS (N=159) | 97+ MOS (N=408) |
|-----------------------------|---------------------|----------------------|--------------------|
| I FIND MY JOB | | | |
| DULL | 2 | 3 | 5 |
| SO-SO | 9 | 4 | 7 |
| INTERESTING | 88 | 90 | 83 |
| NO REPLY | 1 | 3 | 5 |
| MY JOB UTILIZES MY TALENTS | | | |
| NOT AT ALL OR VERY LITTLE | 20 | 10 | 13 |
| FAIRLY WELL OR BETTER | 80 | 90 | 86 |
| NO REPLY | - | - | 1 |
| MY JOB UTILIZES MY TRAINING | | | |
| NOT AT ALL OR VERY LITTLE | 2 | 4 | 9 |
| FAIRLY WELL OR BETTER | 98 | 94 | 90 |
| NO REPLY | - | 2 | 1 |
| DO YOU PLAN TO REENLIST | | | |
| NO OR PROBABLY NO | 50 | 21 | 24 |
| YES OR PROBABLY YES | 48 | 79 | 73 |
| NO REPLY | 2 | - | 3 |

ANALYSIS OF TASK DIFFICULTY

From a listing of airman identified for the 112X0 job survey, incumbents holding a 7- or 9- skill level were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average airman to learn to do the task. Interrater reliability (as assessed through components of variance of standard group means) for the 47 raters was .95. Ratings were adjusted so that tasks of average difficulty had ratings of 5.00.

Table 12 lists those tasks rated above average in difficulty performed by 50 percent or more of the survey respondents. These tasks include computing weight and balance using a load adapter; conducting refueling operations; and checking navigation computations. Other tasks rated above average in difficulty but performed by less than 50 percent of the survey respondents include supervisory, administrative, and management functions. Typical tasks include preparing Airmen Performance Reports (APR), directing standardization programs, developing resident course examinations and directing OJT.

The 15 tasks rated lowest in difficulty which are performed by 50 percent or more of the survey respondents are listed in Table 13. These tasks include storing ground safety locks, performing aircraft housekeeping, obtaining flight lunches, and positioning parachutes or oxygen (O₂) bottles. Other tasks rated lowest in difficulty include completing a number of different forms such as publication receipt forms (SAC Form 548), maintenance discrepancy forms (AFTO Form 781A), and fuels issue/defuel (AF Form 1994). Also included are tasks such as attending ground training, maintaining personal flight manuals, and obtaining information concerning air refueling mission activity.

Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it was then possible to compute a Job Difficulty Index (JDI) for the functional groups identified in the survey analysis. The index provides a relative measure of which jobs, when compared to other jobs identified in the analysis, are more or less difficult. The JDI is based on an equation using number of tasks performed and the average difficulty per unit time spent. The index ranks jobs on a scale of 1 to 25, with the 1 ranking representing very easy jobs and the 25 ranking representing very difficult jobs. The indices are then adjusted so that the average job difficulty index is 13.00. The JDI was computed for the major job groups identified in the career ladder structure, and this information is presented in Table 14.

The data presented in Table 14 indicates that all the various jobs performed by boom operators are above average in difficulty except for the job of Line Boom Operator. Those jobs rated most difficult included the supervision and management of non-personnel resources and the evaluation of job performance by other personnel.

TABLE 12

TASKS RATED ABOVE AVERAGE IN DIFFICULTY PERFORMED BY 50 PERCENT OR MORE
OF SURVEY RESPONDENTS

| TASK | TASK DIFFICULTY INDEX | PERCENT MEMBERS PERFORMING |
|---|--------------------------|-------------------------------|
| E8 COMPUTE WEIGHT AND BALANCE CLEARANCE FORMS USING LOAD ADJUSTER (DD FORM 365F) | 5.9 | 98 |
| F19 REFUEL AIRCRAFT WITH BOOM REFUELING NORMAL | 5.8 | 98 |
| F4 CHECK ACCURACY OF NAVIGATIONAL COMPUTATIONS | 5.5 | 72 |
| F3 FUEL FORMS | 5.5 | 92 |
| E30 PREPARE AIRCRAFT OR GENERAL CARGO FOR LOADING OR UNLOADING | 5.4 | 87 |
| F18 PRACTICE FLIGHT SAFETY PROCEDURES | 5.3 | 97 |
| F9 OPERATE BOOM CLEAR OR RECEIVER AIRCRAFT | 5.3 | 97 |
| F21 REFUEL AIRCRAFT WITH DROGUE REFUELING | 5.2 | 83 |
| F24 UPDATE AIRCRAFT UTILIZATION FORMS (SAC FORM 76) | 5.2 | 95 |
| F10 OPERATE INFIGHT REFUELING SYSTEM TO ACCOMPLISH REVERSE REFUELING | 5.2 | 51 |
| E31 REFUEL AIRCRAFT THROUGH SINGLE POINT REFUELING RECEPTACLES | 5.2 | 67 |
| D16 DEMONSTRATE EQUIPMENT OR PROCEDURES | 5.2 | 57 |
| F25 VERBALLY DIRECT RECEIVER AIRCRAFT INTO REFUELING POSITION | 5.2 | 97 |
| E37 REVIEW PRE-LOAD MANIFEST | 5.0 | 78 |
| F20 REFUEL AIRCRAFT WITH BOOM REFUELING TANKER MANUAL | 5.0 | 97 |
| F22 SUPERVISE PASSENGERS | 5.0 | 95 |
| E23 PERFORM ALERT CHECKLISTS | 5.0 | 84 |
| F30 VISUALLY OBSERVE FUEL PANELS | 5.0 | 99 |

TABLE 13

THE 15 TASKS RATED LOWEST IN DIFFICULTY PERFORMED BY 50 PERCENT OR MORE
OF SURVEY RESPONDENTS

| TASKS | TASK DIFFICULTY INDEX | PERCENT MEMBERS PERFORMING |
|--|--------------------------|-------------------------------|
| E41 STOW GROUND SAFETY LOCKS | 3.5 | 96 |
| E15 INSTALL ENGINE STARTER CARTRIDGE | 3.3 | 59 |
| E27 PERFORM OR PRACTICE GROUND EMERGENCY PROCEDURES | 3.1 | 92 |
| E22 PERFORM AIRCRAFT HOUSEKEEPING | 3.0 | 80 |
| E17 OBTAIN FLIGHT LUNCHES | 2.9 | 96 |
| F7 MONITOR RADIO COMMUNICATIONS | 2.8 | 99 |
| E11 COORDINATE OPERATIONAL WORK WITH OTHER CREW MEMBERS | 2.8 | 89 |
| E39 SELECT OR FIT PERSONAL AND SPARE PARACHUTES | 2.8 | 80 |
| E43 TRANSFER EQUIPMENT FROM BUS OR AIRCRAFT | 2.7 | 98 |
| E20 OPERATIONALLY CHECK DIRECT CURRENT (DC) OR ALTERNATING CURRENT (AC) SYSTEMS | 2.6 | 53 |
| E42 TAKE GROUND PREFLIGHT CELESTIAL OBSERVATIONS | 2.4 | 95 |
| E16 INVENTORY PREPOSITIONED LIFE SUPPORT EQUIPMENT | 2.2 | 94 |
| E40 STAND FIRE GUARD | 1.8 | 62 |
| E21 ORDER FLIGHT LUNCHES | 1.7 | 95 |

TABLE 14

JOB DIFFICULTY INDICIES FOR CAREER LADDER GROUPS

| <u>GROUPS</u> | <u>JOB DIFFICULTY INDEX</u> |
|---------------------------------|-------------------------------------|
| I. SQUADRON/WING BOOM OPERATORS | 12.2 |
| a. LINE BOOM OPERATORS | 10.0 |
| b. FLIGHT EXAMINERS | 17.3 |
| c. SQUADRON INSTRUCTORS | 16.6 |
| d. CCTS INSTRUCTORS | 14.2 |
| II. SUPERINTENDENTS/MANAGERS | 22.0 |
| a. IFR SUPERINTENDENTS | 23.2 |
| b. ALERT FORCE MANAGERS | 17.4 |
| III. CURRICULUM DEVELOPERS | 17.4 |

OTHER ANALYSES

Survey data was used to analyze other areas related to the Inflight Refueling Operator career ladder. These analyses included reviewing AFR 39-1 Specialty Descriptions and reviewing the Specialty Training Standards (STS). Brief summaries of these analyses are presented below.

AFR 39-1 Specialty Descriptions

Job descriptions derived from the survey data for each of the various skill levels were compared to corresponding AFR 39-1 specialty descriptions. Results of this review indicated that the current specialty descriptions cover the major duties and responsibilities of 5-, 7- and 9-skill level personnel.

The specialty descriptions for each skill level indicated a high degree of overlap between the duties and responsibilities of each skill level. The 5-skill level job description covers the boom operator tasks and identifies an incumbent's responsibility as an instructor. The 7-skill level description covered not only boom operator and instructor duties, but also flight examiner duties. The 9-skill level specialty description not only included those three functions, but also included supervisory and management functions which the 9-skill level member performs.

Specialty Training Standards

A review of the 112X0 STS was accomplished to compare the items listed against the job descriptions for each DAFSC. There were no discrepancies identified between the tasks listed in the STS and the tasks comprising the job description for each skill level.

Write In Comments

At the end of each job inventory respondents are encouraged to write-in any additional tasks which, for some reason, might not have appeared in the inventory. There were no significant write in tasks. Personnel also are permitted to comment on any other areas which concerns their AFSC. The following is a list of the most frequently encountered comments which are provided for informational purposes only and should not be construed to reflect any reliable data collected during this survey.

1. Utilization of Senior NCO's and 9-Skill Level Personnel. Eleven survey respondents felt that the senior NCOs were not being used in a manner commensurate with their rank. The key to this is that all boom operators assigned to squadrons are crew resources.

Therefore, most of the "non-flying" duties they must perform because of their rank are additional duties. Some of these duties include monitoring upgrade training, monitoring proficiency training, acting as senior enlisted adviser, and many of the normal first sergeant duties. However, this person is still a crew resource, thus whenever a vacancy occurs on a crew he immediately is placed on that crew.

This situation, then, creates another problem, as identified by write in comments. The senior NCOs indicate that it is quite difficult for them to promote career progression among the younger boom operators when those young boomers see that the future holds much greater demands on their available duty time, but with little reward. It should not be forgotten that as a whole the 9-skill level incumbents spend an average of almost two-thirds of this time flying and on alert.

In conversation with several senior boom operators Air Force wide, the solution they all suggest is to establish one or possibly even two positions in each air refueling squadron for senior boom operators. These positions should not be crew resource positions but filled by boom operators whose job is assisting the squadron commander in managing and training the boom operator crew force.

2. Amount of Alert. Ten respondents indicated that to get a clear picture of their alert commitment one should look at how much alert was performed during a six month period rather than the 30 day period asked for in the current inventory. They feel that a six month time frame would show many of the boom operators pulling nine to 12 weeks of alert during the 24 week period. Generally these boom operators feel that their alert commitment is too high and their flying proficiency suffers.

3. Flight Pay and Per Diem. Typical comments concerning this area by four survey respondents are: "I feel that flight pay is very much below the expected performance of a combat crew member. It's even harder to understand per diem rates for enlisted crewmembers." Another respondent writes "Attitudes of personnel would improve greatly, thereby improving performance if flight pay and per diem rates were adjusted to remove rules which discriminate unfairly against enlisted personnel."

DISCUSSION

This analysis of the inflight refueling career ladder was the first such survey completed. In general it found that there was a large common core of tasks performed by all career ladder personnel. Personnel with greater seniority and higher skill level performed a larger number of tasks than those with less seniority and lower skill levels. This was due to all personnel performing the same aircrew or alert related tasks. The more senior personnel additionally perform tasks involving instructing, evaluating, and administering.

Career field documents such as the AFR 39-1 Specialty Descriptions and Specialty Training Standard (STS) were found to be excellent supporting documents. Both documents were quite accurate in terms of describing the tasks performed by skill level groups and the jobs identified in the career ladder structure analysis.

Job satisfaction indicates in terms of job interest, perceived utilization of talents and training, and reenlistment intentions were all well above those reported by personnel surveyed in 1977. The data compared favorably with that of other aircrew operations career ladders previously surveyed.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED BY SQUADRON/WING BOOM OPERATORS

| TASK | PERCENT MEMBERS PERFORMING |
|---|----------------------------|
| E1 ATTEND GROUND TRAINING | 96 |
| E3 BRIEF FLIGHT CREW CONCERNING AIR REFUELING MISSION ACTIVITIES | 95 |
| E6 COMPLETE MISSION ACCOMPLISHMENT REPORTS (MARs) | 93 |
| E12 DELIVER FLIGHT LUNCHES | 83 |
| E13 DIRECT CARGO LOADING OR UNLOADING | 94 |
| E16 INVENTORY PREPOSITIONED LIFE SUPPORT EQUIPMENT | 98 |
| E23 PERFORM ALERT CHECKLISTS | 89 |
| F2 ANNOTATE DISCREPANCIES IN MAINTENANCE DISCREPANCY AND WORK DOCUMENT FORMS (AFTO FORM 781A) | 97 |
| F6 INFORM PILOTS OF REFUELING OPERATION STATUS | 98 |
| F9 OPERATE BOOM CLEAR OF RECEIVER AIRCRAFT | 99 |
| F16 PERFORM OR PRACTICE TANKER AR BREAKAWAY PROCEDURES | 99 |
| F19 REFUEL AIRCRAFT WITH BOOM REFUELING NORMAL | 100 |
| F21 REFUEL AIRCRAFT WITH DROGUE REFUELING | 86 |
| F23 TAKE INFLIGHT CELESTIAL OBSERVATIONS | 100 |

REPRESENTATIVE TASKS PERFORMED BY LINE BOOM OPERATORS

| TASK | PERCENT MEMBERS PERFORMING |
|--|----------------------------|
| E4 COMPLETE FUELS ISSUE/DEFUEL DOCUMENT FORMS (AF FORM 1994) | 95 |
| E8 COMPUTE WEIGHT AND BALANCE CLEARANCE FORMS USING LOAD ADJUSTER (DD FORM 365F) | 100 |
| E14 INITIATE AIRCRAFT UTILIZATION FORMS (SAC FORM 76) | 95 |
| E18 OBTAIN INFORMATION CONCERNING AIR REFUELING MISSION ACTIVITY | 98 |
| E24 PERFORM LOAD PLANNING | 91 |
| E28 POSITION PARACHUTES OR OXYGEN (O ₂) BOTTLES | 95 |
| F7 MONITOR RADIO COMMUNICATIONS | 100 |
| F17 PERIODICALLY CHECK CARGO RESTRAINTS | 97 |
| F22 SUPERVISE PASSENGERS | 96 |
| F24 UPDATE AIRCRAFT UTILIZATION FORMS (SAC FORM 76) | 97 |
| F25 VERBALLY DIRECT RECEIVER AIRCRAFT INTO REFUELING POSITION | 99 |

REPRESENTATIVE TASKS PERFORMED BY FLIGHT EXAMINERS

| TASK | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| C1 ADMINISTER PROFICIENCY CHECKS | 96 |
| C2 ADMINISTER STANDARDIZATION BOARD CHECKS | 94 |
| C12 EVALUATE EMERGENCY PROCEDURES | 99 |
| C22 EVALUATE STANDARDIZATION PROGRAMS | 63 |
| D1 ADMINISTER TESTS | 97 |
| D2 ADMINISTER RECURRENCE CHECKS | 96 |
| D23 DEVELOP STANDARDIZATION EXAMINATIONS | 91 |
| E2 ATTEND PREFLIGHT OR POSTFLIGHT BRIEFINGS | 100 |
| E13 DIRECT CARGO LOADING OR UNLOADING | 99 |
| E25 PERFORM NORMAL GROUND CHECKLISTS | 96 |
| F15 PERFORM POST AR CHECKLIST ITEMS | 99 |
| F28 VISUALLY OBSERVE ENGINE INSTRUMENTS | 99 |

REPRESENTATIVE TASKS PERFORMED BY SQUADRON INSTRUCTORS

| TASK | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| D3 ACT AS TRAINING ADVISOR | 73 |
| D8 CONDUCT PROFICIENCY TRAINING | 82 |
| D16 DEMONSTRATE EQUIPMENT OR PROCEDURES | 90 |
| D17 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 86 |
| E2 ATTEND PREFLIGHT OR POST FLIGHT BRIEFINGS | 98 |
| E16 INVENTORY PREPOSITIONED LIFE SUPPORT EQUIPMENT | 98 |
| E27 PERFORM OR PRACTICE GROUND EMERGENCY PROCEDURES | 100 |
| F13 PERFORM PREPARATION FOR CONTACT CHECKLIST FOR NORMAL AIR REFUELINGS (ARs) | 100 |
| F15 PERFORM POST AR CHECKLIST ITEMS | 100 |
| F25 VERBALLY DIRECT RECEIVER AIRCRAFT INTO REFUELING POSITION | 100 |

REPRESENTATIVE TASKS PERFORMED BY CCTS INSTRUCTORS

| TASK | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| B4 COUNSEL PERSONNEL ON MILITARY OR PERSONAL RELATED PROBLEMS | 82 |
| B6 DIRECT EQUIPMENT OPERATION | 91 |
| D17 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 100 |
| D39 SCORE TESTS | 82 |
| E8 COMPUTE WEIGHT AND BALANCE CLEARANCE FORMS USING LOAD ADJUSTER (DD FORM 365F) | 91 |
| E14 INITIATE AIRCRAFT UTILIZATION FORMS (SAC FORM 76) | 100 |
| E18 OBTAIN INFORMATION CONCERNING AIR REFUELING MISSION ACTIVITY | 100 |
| E34 REVIEW CREW INFORMATION FILE CARD | 100 |
| F6 INFORM PILOTS OF REFUELING OPERATION STATUS | 91 |
| F14 PERFORM PREPARATION FOR CONTACT CHECKLIST FOR TANKER MANUAL ARs | 100 |
| F22 SUPERVISE PASSENGERS | 91 |
| F26 VISUALLY DIRECT RECEIVER AIRCRAFT INTO REFUELING POSITION | 100 |

REPRESENTATIVE TASKS PERFORMED BY SUPERINTENDENTS/MANAGERS

| TASK | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| A4 ASSIGN WORK TO INDIVIDUALS | 98 |
| A7 COORDINATE OPERATIONAL WORK ACTIVITIES WITH OTHER SECTIONS | 89 |
| B1 CLARIFY POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES | 95 |
| B4 COUNSEL PERSONNEL ON MILITARY OR PERSONAL RELATED PROBLEMS | 96 |
| C5 COUNSEL SUBORDINATES ON WORK PROGRESS | 93 |
| C27 INSPECT FACILITIES OR WORK AREAS FOR CONDITION OR APPEARANCE | 88 |
| E2 ATTEND PREFLIGHT OR POST FLIGHT BRIEFINGS | 100 |
| E7 COMPLETE TRAINING ACCOMPLISHMENT AND PROGRESS REPORT FORMS (SAC FORM 631) | 88 |
| F13 PERFORM PREPARATION FOR CONTACT CHECKLIST FOR NORMAL AIR REFUELINGS (ARs) | 98 |
| F23 TAKE INFLIGHT CELESTIAL OBSERVATIONS | 100 |

REPRESENTATIVE TASKS PERFORMED BY INFLIGHT REFUELING SUPERINTENDENTS

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| A6 CONSTRUCT ORGANIZATIONAL CHARTS OR STATUS BOARDS | 71 |
| A24 SCHEDULE WORK ASSIGNMENTS | 91 |
| B5 DEVELOP WORK METHODS OR PROCEDURES | 93 |
| B22 MAINTAIN PERSONAL FLIGHT MANUAL FILES | 96 |
| B29 SUPERVISE IFR OPERATOR SPECIALISTS (AFSC 11250) | 91 |
| C13 EVALUATE GROUND WORK PERFORMANCE OF SUBORDINATES | 89 |
| D1 ADMINISTER TESTS | 96 |
| D8 CONDUCT PROFICIENCY TRAINING | 93 |
| D21 DEVELOP EXAMINATIONS, OTHER THAN FOR STANDARDIZATION OR RESIDENT COURSES | 80 |
| D34 REVIEW TRAINING REPORTS | 91 |

REPRESENTATIVE TASKS PERFORMED BY ALERT FORCE MANAGERS

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| A8 DEVELOP BUDGET OR FINANCIAL REQUIREMENTS | 75 |
| A12 ESTABLISH PROCEDURAL GUIDELINES SUCH AS OPERATING INSTRUCTIONS (OI'S) OR SPECIAL OPERATING INSTRUCTIONS (SOI'S) | 92 |
| A13 ESTABLISH REQUIREMENTS FOR EQUIPMENT OR SUPPLIES | 92 |
| A21 REVIEW UNIT EMERGENCY OR DISASTER PLANS | 75 |
| B17 INITIATE RECOGNITION FOR COMMENDABLE PERFORMANCES | 92 |
| B25 PREPARE REQUISITIONS FOR SUPPLIES, EQUIPMENT, OR TOOLS | 100 |
| C27 INSPECT FACILITIES OR WORK AREAS FOR CONDITION OR APPEARANCE | 100 |
| E18 OBTAIN INFORMATION CONCERNING AIR REFUELING MISSION ACTIVITY | 92 |
| F13 PERFORM PREPARATION FOR CONTACT CHECKLIST FOR NORMAL AIR REFUELINGS (ARs) | 100 |

REPRESENTATIVE TASKS PERFORMED BY CURRICULUM DEVELOPERS

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---|
| A5 ATTEND STAFF MEETINGS, COUNCIL MEETINGS, OR BOARD MEETINGS OTHER THAN CREW RELATED | 80 |
| A16 PLAN REPORTS OR RECORD KEEPING | 80 |
| D3 ACT AS TRAINING ADVISOR | 80 |
| D20 DEVELOP CURRICULA, PLANS OF INSTRUCTION (POI'S), SPECIALTY TRAINING STANDARDS (STS'S), OR TRAINING PLANS | 60 |
| D28 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS | 60 |
| D33 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT | 60 |
| D34 REVIEW TRAINING REPORTS | 60 |

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